

First tool of EMS Workforce Retention Tool Kit goes into Production, Second Tool in Design Phase!

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Keeping The Best! How To Use EMS Retention Principles, the first in a series of four tools in the Retention tool kit, is a practical workbook designed to assist EMS leaders in understanding and applying basic retention principles to day-to-day EMS agency operations.

The workbook begins with a Retention Program self-assessment. By taking the assessment, the EMS leader highlights the strengths and weaknesses of his current retention program. The leader learns to maintain and leverage the strengths of the EMS agency program and work on improving the important weaknesses.

The workbook is designed with an easy to read format allowing the reader to learn new information, jot down practical applications and receive feedback on his progress. The workbook reflects the EMS culture by including cartoons by EMS humorist, Steve Berry. The antics of his caricatures add an element of fun to a thoroughly practical tool for EMS leaders.

This tool is now in production. The captain or chief officer of each licensed EMS agency will receive a copy of ***Keeping The Best! How To Use EMS Retention Principles*** by mail the end of April 2005. In addition, individuals will be able to download a copy of the workbook from the OEMS Web site.

Also the next tool, ***Keeping The Best! A Survival Guide to Retention Problems in EMS***, is in the design phase. This handbook is designed for fire and/or EMS agencies in counties with little or no population growth and with little or no turnover in EMS personnel. These EMS agencies are also likely to experience a shrinking pool of new recruits.

Leaders in these EMS agencies are faced with revitalizing their membership and keeping enough new members to protect continuity of service. This workbook will help leaders identify and solve specific retention problems. Ten to fifteen specific retention problems will be identified with suggested solutions.

Look for an update in May 2005 on ***Keeping The Best! A Survival Guide to Retention Problems in EMS***, the next tool in the OEMS Retention Tool kit.

Please do not hesitate to contact Mr. Rohn Brown, Technical Assistance Coordinator, Virginia Office of EMS at Rohn.Brown@vdh.virginia.gov or 1-800-523-6019 if you have any questions.